

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
February 3, 2006  
Framingham State College**

**Present:** Ambacher, Art, Coppola, Concannon, Falke, George, Hogan, Markunas, McGee, Minasian, Paolillo, Price, Schlosberg, Seider, Shartin, Stonehouse, Tetrault

**Guests:** Patrick Bryant, Esq., Peter Cross, Deb Foss (MCLA), Kathleen Harrigan, Donna Johnson, Richard Shea, Donna Sirutis (MTA), Joe Sullivan, Paul Toner, Anne Wass (MTA), Bob Whalen (MTA)

**Approval of the Orders of the Day and the Minutes**

The meeting was called to order at 10:00 a.m.

It was moved and seconded to approve the orders of the day. The motion passed.

It was moved and seconded to approve the minutes of the December 2, 2005, meeting. The motion passed.

It was moved and seconded to approve the minutes of the January 13, 2006, meeting. The motion passed.

**MSCA Officers' Reports:**

*President - Patricia Markunas*

*Governance Referendum*

President Markunas distributed a modified outline of the issues that were covered at the January 13, 2006, MSCA Board of Directors Meeting. It was noted that the results would be reported through President Markunas' office to Mark Peters, who will be responsible for transmitting them to the presidents.

*Post Tenure Review: Role of the Department Chairs*

President Markunas distributed to the Board a revised draft of the letter to go to department chairs about their role in PTR. The target date for mailing is February 10, 2006.

*Additional Items from the ERC Meeting of January 27, 2006*

*Spring Elections for Promotion and Tenure Committees*

Chapter presidents who wish to hold these elections in the spring semester need to keep in mind that the pool of eligible candidates should include those individuals on leave who would return to campus by the fall and individuals whose promotion and/or tenure would be effective on the following September 1.

*Part-time Faculty Retroactive Payments.*

Mark Peters informed President Markunas that he has notified the payroll offices that the \$15/credit retroactive payment for part-time faculty teaching in spring 2005 should be paid as soon as possible. This equals the \$50/credit increase that should have been paid on January 27<sup>th</sup>.

*Response to Letter from Mark Peters Concerning the Board Motion on PTR*

Distributed to the Board was a copy of the letter that Donna Sirutis and President Markunas sent to COP Chairperson Janelle Ashley on Thursday in response to the letter from Mark Peters. A focus was kept on the 6% PTR raises.

*Complaint about the Open Meeting Law*

Attorney Patrick Bryant joined the MSCA Board of Directors meeting at 2:00 pm for an executive session on this issue.

### *Upcoming Board of Higher Education Meetings*

#### *Task Force on Nursing Education*

The Task Force has continued to meet and has scheduled a meeting for February 14<sup>th</sup> that includes an agenda item on "Collective Bargaining: The Opportunities and Constraints in Nursing Faculty Compensation, Recruitment and Retention." Donna Sirutis and President Markunas plan to attend the meeting on the 14<sup>th</sup> and, if allowed, President Markunas will speak on the subject.

#### *Regular BHE Meeting*

This meeting is scheduled for Thursday, February 16, beginning at 9:30 am at Northern Essex Community College in Haverhill. President Markunas plans to attend.

#### *Legislative Items*

##### *New Draft of S 780*

Cathy Boudreau is seeking an analysis of the second draft of S 780, the so-called Higher Education Reform Bill. President Markunas will share with the Board as soon as she receives it from President Boudreau.

##### *Textbook Bill (H 1262)*

Distributed was another copy of H 1262. Since the hearing on this bill, President Markunas has been contacted by Michael Meuse, the community college lobbyist, who is organizing a meeting of opponents to the bill for the end of the week. In light of that, President Markunas has held off a detailed writing about this bill to the Committee on behalf of the MSCA until it is seen how a larger strategy might shape up. It is President Markunas' understanding that the Council of Presidents will discuss the bill at their February 3, 2006 meeting.

##### *House One (Governor's Budget)*

President Markunas distributed the governor's budget proposals for higher education for FY 2007, plus a brief analysis by Arline Isaacson. The 5.3% proposed increase might look generous, but when collective bargaining increases are deducted, the increase proposal is closer to 2%.

Massachusetts still ranks 47<sup>th</sup> in per capita appropriations for public higher education and 49<sup>th</sup> in per capita appropriations per \$1000 in personal income. Massachusetts ranks 44<sup>th</sup> (up from 50<sup>th</sup>) in cuts to public higher education over ten years and ranks 48<sup>th</sup> over a five year period. Only Colorado and West Virginia cut public higher education more deeply over the past five years.

It was moved and seconded that the MSCA Board of Directors support the legislation to fund the collective bargaining "rollover" costs, legislation that has been proposed by the Council of Presidents.

It was moved and seconded to table the motion. The motion passed.

#### *Correspondence*

President Markunas distributed copies of recent correspondence about legislative items.

#### *The Legend of Donna Sirutis*

President Markunas thanked all who came to Boston on a cold, windy afternoon to celebrate Donna's 60<sup>th</sup> voyage around the sun. Everyone had a spectacular time at the Boston Harbor Hotel. Thanks go especially to Gail Price and Maggie Vaughan, who helped President Markunas pace the ERC meeting in order to extend it to 3:00 pm and then get Donna downstairs at 3:30 pm for the surprise.

The more incredible thing is that after a long ERC meeting, drinks, appetizers, dinner and a birthday dessert, Donna went back to the office to find her February 28<sup>th</sup> bargaining notes to prove that the part-time faculty deserve "the full value of the \$50/credit increase" if they were teaching on the effective date of the contract. Our membership has no idea how lucky they are to have Donna as our consultant.

*Vice President - Frank Minasian*

Vice President Minasian reported that he recently testified in favor of H 3912. It was also noted that the MTA Board should take a position against the Textbook Bill (H 1262).

*Treasurer - Gail Price*

Treasurer Price is working on getting corrections made on how payroll deductions are done at the state college campuses. Four campuses in particular are not being cooperative in implementing payroll deduction corrections. Treasurer Price noted that individuals who are non-compliant (in paying dues or the agency fee) continue to be hired at the state colleges. Salem State College is a particularly problematic institution regarding non-compliant hiring. Treasurer Price is filing grievances in an attempt to stop non-compliant hiring. It was noted that the MSCA needs to clarify billing and non-compliant procedures. This issue will be addressed at the March 2006 MSCA Board of Directors meeting.

MTA will be changing its dues structure. Those individuals who make more than \$6000 will pay one rate and those making less than \$6000 will pay another billing rate. This issue will be addressed at the March 2006 MSCA Board of Directors meeting.

The chair of the Day Bargaining Committee, Brad Art, alerted the Board of potential errors in MSCA compensation. This issue will be addressed at the March 2006 MSCA Board of Directors meeting.

*Secretary - Nancy George*

Secretary George thanked Maynard Seider for taking the minutes of the January 13, 2006 MSCA Board of Directors meeting while she was out of town.

Secretary George reminded Board members that the 2006 Representative Assembly of the National Education Association would be held July 1-6 in Orlando, Florida. MSCA members in good standing (as of January 15, 2006) and who pay their dues to the NEA may seek election as MSCA local association delegates to the NEA-RA. Stipends may be available to assist with travel expenses. Nominations will be accepted until February 28, 2006. Information on the nomination/election process, as well as the nomination form, appeared in the January 2006 issue of the *MSCA Perspective*.

**Special Item: Elections Committee - Deborah Foss**

*Reconsideration of Certain Dates in the 2006 Elections Calendar*

It was moved and seconded to reconsider the officer election calendar. The motion passed.

It was moved and seconded that ballots be mailed from the Labor Guild to the MSCA membership on March 15, 2006. The motion passed.

It was moved and seconded to change the date by which the ballots are due from April 4, 2006, 5:00 pm to April 6, 2006, 5:00 pm. The motion passed.

There will be a meeting on April 7, 2006, 11:30 am at the Labor Guild, prior to the counting of ballots. Candidates and members of the MSCA Elections Committee and Board of Directors are invited to the meeting and to view the counting of ballots.

The following five MSCA members have been certified as candidates for the 2006 MSCA Officers Election.

President - Patricia V. Markunas

Vice President - Frank S. Minasian, Christopher J. O'Donnell

Secretary - Nancy George

Treasurer - Glenn Pavlicek

### **MTA Candidates Forum**

A Candidates Forum was held during the lunch hour for the following individuals running for MTA offices:

Peter Cross - candidate for MTA Vice President  
Donna Johnson - candidate for MTA Executive Committee  
Richard Shea - candidate for MTA Vice President  
Paul Toner - candidate for MTA Vice President  
Anne Wass - candidate for MTA President

### **MTA Reports:**

*MSCA DGCE Bargaining Unit - Bob Whalen*

#### *Bargaining Report*

The DGCE Bargaining Committee recently met and put together some tentative proposals. They will soon be meeting to discuss the proposals. Management does not yet have a team. Consultant Whalen distributed a hard copy of the DGCE MSCA Bargaining Survey to the Board. The survey went live on the MTA web page on February 1, 2006 and as of February 2, 2006 there were 98 responses. Hard copies of the survey are also available. The online version will be available until February 15, 2006.

*Resolution of DGCE Grievance Regarding Academic Rank at Bridgewater*

Bridgewater's Academic Vice President stated that individuals who teach both in the Day and DGCE units must hold the same academic ranks in both units. However, in an agreement of settlement from Mark Peters, it was stated that an individual who meets the criteria in DGCE for a particular academic rank could hold that rank, even if it is different from their rank in the Day unit.

*MSCA Day Bargaining Unit - Donna Sirutis*

#### *Ruling re. Excess Workload Credits*

Donna reviewed the letter from Dana Mohler-Faria regarding excess workload credits.

It was moved and seconded to go into executive session. The motion passed.

It was moved and seconded to come out of executive session. The motion passed.

It was moved and seconded to report out the motion passed in executive session. The motion passed.

It was moved and seconded that the MSCA proceed with the complaint as outlined in draft by Attorney Bryant. The motion passed.

*MTA Director's Report - Len Paolillo*

The MTA Board will meet the evening of February 3, 2006. Director Paolillo will urge the Board to take a position against H 1262 (the Textbook Bill).

### **Local Chapter President's Reports:**

*Bridgewater* - The Chapter President noted that much of Bridgewater's activities had been discussed during the Board meeting.

*Fitchburg* - Faculty computer support employees at the college have been retrenched and are now general computer support employees. This is extremely problematic for Fitchburg MSCA members.

*Framingham* - A search committee to find a new college president has been established. The college is using a professional search company to find qualified candidates.

*Mass Art* - Not present.

*MCLA* - Passed.

*MMA* - The MMA ship is in the Mediterranean.

*Salem* - University status is being brought up again. The College has received a \$1 million gift from General Electric's Jack Welch for business student scholarships who are Salem High School graduates.

*Westfield* - President of the college wants an ombudsperson to handle faculty-student-administration-staff conflicts. This person would be a full-time faculty/librarian. An additional \$3500 per semester would be paid to the individual to perform the duties of ombudsperson. This position could conflict with the campus units' grievance officers' responsibilities.

*Worcester* - Human Resources director has devised a Human Resources handbook for all employees at Worcester State College which may be problematic from the union's point of view.

The meeting adjourned at 3:00 p.m.

Respectfully submitted,  
Nancy George  
MSCA Secretary